

Mission Statement:

Creating positive change for all state employees by promoting the full participation of women in state government

What is ICCW?

ICCW is a diverse group of dedicated and dynamic state employees who truly believe they can create positive change for all state workers and women as a whole. ICCW moves toward proactive and positive change by improving educational opportunities; monitoring, measuring and reporting pay scale equalities; observing legislative effects on state employees; and, promoting state employees through public relations. Each member brings her or his own special talents to the group. Interagency cooperation and teamwork continue to move ICCW forward.

How did ICCW begin?

ICCW was created by Executive Order in 1976 as the Interdepartmental Coordinating Committee for Women. Governor Tom Judge signed the original Order. Subsequent Orders continuing ICCW were signed by governors Schwinden, Stephens, Racicot, and Martz. Governor Brian Schweitzer signed the most recent Order in 2005, which changed the name to be more descriptive.

How do I become a member?

A call for new members is initiated yearly by ICCW. Each state agency's director appoints at least two members to represent her or his agency in ICCW. Term of appointment is for one or two years, and members can be reappointed with no term limits.

What's involved in subcommittees?

To sit on the committee you must be willing to provide approximately four hours per month: two for the monthly general meeting, and two for subcommittee meetings and action related assignments. Each subcommittee works toward one group of goals set forth by ICCW to accomplish the mission statement. 2005-2006 subcommittees are: Training, PR, Wage Analysis, Day Care, and the Excellence in Leadership Awards (ELA).

What are some accomplishments?

ICCW has made substantial strides in creating positive change for all state employees. An ICCW representative has served on the State Employee Group Benefits Advisory Council (SEGBAC) since 1980. ICCW's recent accomplishments include co-hosting a Gubernatorial Candidate Forum and sponsoring a statewide candidate meet and greet in 2004. In 2005, ICCW held a meet and greet for members, agency directors, and legislators. In 1999, ICCW recognized the need and created the annual, statewide Excellence in Leadership Awards. As a result, two state winners have been selected as winners of the national Excellence in Leadership Awards, and other winners have been nominated for similar national honors.